

**CITY OF INDIAN HILLS
ORDINANCE NO. 2, SERIES 2024**

**AN ORDINANCE OF THE CITY OF INDIAN HILLS ESTABLISHING AN EMPLOYEE PAY
CLASSIFICATION PLAN**

WHEREAS, KRS 83A.070(2) requires the legislative body of each city by ordinance to fix the compensation of city employees and nonelected officers in accordance with a personnel and pay classification plan, and

WHEREAS, the implementation of classification and compensation systems for employees is a common practice for local governments in Kentucky, and considered a best practice, and

WHEREAS, the proposed classification and compensation system encompasses job descriptions, skills, experience, knowledge and responsibilities, and

WHEREAS, the classification and compensation system may be based upon local, regional and statewide market data, surveys of similarly situated local government municipalities, and the proposed system is fair and equitable and reduces inequality in employee groups, now therefore:

BE IT ORDAINED BY THE CITY OF INDIAN HILLS:

SECTION 1. The pay classification and compensation plan for city employees provided below and incorporated by reference herein shall be the plan for administering the classification and compensation functions of the City of Indian Hills. The classification and compensation plan may be waived, altered or suspended only by an amendment to the ordinance. The job titles for positions and salary ranges for each position for employees of the City of Indian Hills are hereby established as set forth below in the position classification system. The Indian Hills City Council may approve individual position pay and salaries in the annual budget so long as the determined pay and salaries are within the salary ranges for positions established by ordinance.

CITY EMPLOYEES (NON-POLICE)

	<u>Minimum</u>		<u>Maximum</u>
City Clerk	\$28.90	Hourly	\$68.10
Public Works			
Director	\$34.60	Hourly	\$89.50
Controller	\$41.70	Hourly	\$97.75

POLICE DEPARTMENT EMPLOYEES

	<u>Minimum</u>		<u>Maximum</u>
Police Officer	\$25.00	Hourly	\$57.00
Police Lieutenant	\$72,800.00	Yearly	\$134,335.00
Police Chief	\$72,800.00	Yearly	\$162,890.00

SECTION 2. The provisions of this ordinance are severable, and the invalidity of any provision of this ordinance shall not affect the validity of any other provisions thereof, and such other provisions shall remain in full force and effect as long as they remain valid in the absence of those provisions determined to be valid.

SECTION 3. This ordinance shall take effect from and after passage, approval and publication as required by law.

First Reading: May 15, 2024

Second Reading: June 19, 2024

Passed and Approved: June 19, 2024

Introduced by: Councilor Laura Dunbar

/S/

Chip Hancock, Mayor

Attest: /S/

Donna M. Sinkhorn, City Clerk

<u>Council</u>	<u>Yea</u>	<u>Nay</u>
Mr. Astorino	<u>_x_</u>	___
Ms. Dreisbach	<u>_x_</u>	___
Ms. Dunbar	<u>_x_</u>	___
Mr. Ferguson	<u>_x_</u>	___
Mr. Garlove	<u>_x_</u>	___
Mr. Harralson	<u>_x_</u>	___
Mr. Hayward	___ Absent	___
Mr. Maddox	<u>_x_</u>	___
Ms. Matton	___ Absent	___